

**COVID-19 Mandatory Vaccination****1.3.12****PURPOSE**

On September 12, 2022, the County of Santa Clara rescinded prior Public Health Orders related to COVID-19 vaccination and testing. The County's Health Officer continues to recommend that all individuals receive COVID-19 booster shots for which they are eligible; however, given the rapid emergence of new and different variants, the anticipated release of additional boosters on a periodic basis, and changing guidance on when individuals should obtain boosters in light of prior vaccination and prior COVID-19 infection, the requirement that all City officers, employees, temporary employees, unpaid interns, and members of any City of San Jose Boards, Commission or Committees obtain a booster shot within 14 days of becoming eligible is discontinued at this time.

All City officers, employees, temporary employees, unpaid interns, and members of any City of San Jose Boards, Commission or Committees are required to be "fully vaccinated."

**Fully vaccinated** means a person has received the following:

- Two doses of the monovalent Pfizer COVID-19 vaccine; or
- Two doses of the monovalent Moderna COVID-19 vaccine; or
- Two doses of the Novavax COVID-19 vaccine; or
- One dose of the Johnson & Johnson COVID-19 vaccine; or
- One dose of the bivalent Pfizer COVID-19 vaccine; or
- One dose of the bivalent Moderna COVID-19 vaccine.

**SCOPE OF APPLICATION**

This is applicable to all City officers, employees, temporary employees, unpaid interns, and members of any City of San Jose Boards, Commission or Committees.

**AUTHORITIES AND RESOURCES**

- Santa Clara County Public Health Office: <https://covid19.sccgov.org/public-health-orders>
- Centers for Disease Control and Prevention: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/index.html>
- California Department of Public Health: <https://www.cdph.ca.gov/>

**POLICY**

- All City employees are required to be vaccinated absent an approved medical or religious exemption as a condition of employment.
- All new hires will be required to provide proof of vaccination absent an approved medical or religious exemption prior to their start date. If a new hire is in the process of being vaccinated, their start date may be adjusted to a future date after they have been vaccinated.

Fully vaccinated means the employee has received two doses of monovalent Pfizer, monovalent Moderna or Novavax, or one dose of Johnson and Johnson, bivalent Pfizer, or bivalent Moderna.

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- Employees must show proof of vaccination. Vaccination cards must include the employee's name and the date(s) the vaccine was received. The State of California QR code/digital card or copies of the vaccination card are acceptable so long this information is visible.

**Non-Compliance**

Failure to provide proof of vaccination absent an approved medical or religious exemption will result in formal disciplinary action, up to and including dismissal from City service.

Approved:

\_\_\_\_\_  
/s/ Jennifer Schembri  
Director of Employee Relations  
Director of Human Resources

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August 11, 2023  
Date

Approved for posting:

\_\_\_\_\_  
/s/ Jennifer Maguire  
City Manager

\_\_\_\_\_  
August 11, 2023  
Date